

Employee Benefits Overview: Work/Life

Federal Employee Benefits

Benefit: Back-Up Care

Summary of Coverage:

The SEC's Back-up Care benefit provides employees with access to quality back-up child and adult/elder care when their regular care providers are unavailable.

Benefit: Child Care Subsidy

Summary of Coverage:

The SEC offers subsidies to make child care more affordable. Children must be enrolled in licensed child care facilities. If you meet the SEC's eligibility criteria, your child care costs may be reduced up to 60%.

Benefit: On-Site Child Care

Summary of Coverage:

Located at SEC headquarters, the Harbor at Station Place is a vibrant, high-quality child development center that helps SEC employees and their families to balance their personal and professional lives.

Benefit: Employee Assistance Program

Summary of Coverage:

The Employee Assistance Program is a confidential counseling service provided by experienced counselors to address financial, legal, and personal issues. This service is available to all SEC employees and their household members, as well as interns.

Benefit: Fitness Program

Summary of Coverage:

SEC employees based in Washington, D.C., have access to an on-site fitness facility. Membership fees are discounted and are paid through payroll deduction.

SEC employees in regional offices enjoy reduced initiation fees and discounted health club memberships at certain fitness centers.

Benefit: Health and Wellness Unit

Summary of Coverage:

SEC employees have access to health units staffed by licensed professionals offering a full array of health services. A health unit is located in SEC headquarters for all employees in Washington, D.C. Regional office employees have access to the same services at off-site health units near their duty station.

Benefit: Long-Term Care Insurance Plan (LTCIP)

Summary of Coverage:

SEC-Flex encompasses a range of alternative work schedule options that allow employees to establish flexible working hours to address their work-life needs, while also ensuring that the mission of the SEC is accomplished.

Benefit: Telework

Summary of Coverage:

The SEC Telework program provides employees with the opportunity to work from home while performing their official duties. Among the many benefits of the SEC telework program:

- Increasing work and personal life balance
- Improving morale and job satisfaction
- Reducing stress associated with commuting
- Enhancing emergency preparedness
- Enriching employee recruitment and retention
- Leveraging technology for greater efficiencies

Benefit: Work Schedules

Summary of Coverage:

SEC-Flex encompasses a range of alternative work schedule options that allow employees to establish

flexible working hours to address their work/life needs, while also ensuring that the mission of the SEC is accomplished.

Benefit: WorkLife4You

Summary of Coverage:

WorkLife4You provides personalized resources and referrals, educational materials, and interactive Web tools to save employees time and money across a spectrum of everyday concerns. WorkLife4You prescreens providers in child care, elder care, home repair, relocation, travel, pet care, health care, and education, and generates customized referrals based on employees' specific needs. WorkLife4You also provides employees with discounts on hotels, car rentals, entertainment and a host of other services.